



## **MAKE A DIFFERENCE – JOIN THE EUROPEAN COMMISSION**

Do you want to help shape the future of the European Union? Make the planet greener, promote a fairer society, or support businesses and innovation across the EU? Then come and work for the European Commission where you can really make a difference!

Commission staff are a diverse group of people, who are motivated to help make Europe – and the world – a better place. They come from the 27 Member States of the European Union. Different nationalities, backgrounds, languages and cultures make the Commission a vibrant and inclusive place to work.

### **WE OFFER GREAT JOBS AND GREAT WORKING CONDITIONS:**

- Interesting and challenging jobs with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to move between different policy areas throughout your career
- A package of flexible working conditions including the possibility of teleworking – we care about your work-life balance
- A competitive financial package, including comprehensive healthcare, accident and pension schemes
- A multilingual, multicultural workplace where personal and career development are strongly promoted
- Multilingual schools for your children

### **We recruit from a wide range of backgrounds and actively promote diversity and inclusion:**

We do not only recruit political scientists and lawyers but are also looking for all kinds of profiles, including scientists, linguists, IT experts, data analysts and economists, as well as drivers and engineers.

We are committed to equal opportunities and to fostering a rich, diverse and inclusive working environment. We aim for our workforce to be representative of European society and strongly welcome applications from all qualified candidates. We actively seek to create a workplace where each staff member feels valued and respected, can give their best and can develop to their full potential.

To promote diversity and establish a geographically balanced pool of candidates, we strongly encourage applicants from Member States which are currently underrepresented in the European Commission workforce to apply. These Member States are currently Austria, Cyprus, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Luxembourg, Malta, Poland, Portugal, Slovakia and Sweden<sup>1</sup>. Recruitment will however remain strictly based on the merits of all applicants and no positions will be reserved for nationals of any specific Member State.

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<sup>1</sup> Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



For more information [ec.europa.eu/work-with-us](https://ec.europa.eu/work-with-us)

## **STAFF RECRUITED ON CONTRACTS**

In addition to permanent officials, the European Commission offers non-permanent positions. There are two categories of non-permanent staff:

- **[temporary agents](#)** are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
- **[contract agents](#)** may provide additional capacity in specialised fields where an insufficient number of officials is available or carry out a number of administrative or manual tasks. They are generally recruited for fixed-term contracts (maximum 6 years in any EU Institution), but in some cases they can be offered contracts for an indefinite duration (in offices, agencies, delegations or representations).

For more information on different [staff categories](#)



# Team Leader - Security Competence Centre

## The Publications Office of the European Union

**Selection reference: OP/COM/2026/250**

**Domain:** Information Technology

**Where:** Unit OP.A.3 - „ Digital Solutions and Process Efficiency “, Luxembourg

**Staff category and Function Group:** Temporary agent 2b – Administrator

**Grade range:** AD5-7

**Publication deadline:** 25.03.2026 - 12.00 (Brussels time)

### WE ARE

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The Publications Office of the European Union is the official provider of publishing services to all EU institutions, bodies, and agencies. As such, it is the central point of access to EU law, and also to publications, data, research results, procurement notices and other official information. The Publications Office therefore plays a central role in informing the public about what the EU does and means for them, and in unlocking the power of data.

Its mission is to support EU policies as a centre of excellence for information, data and knowledge management, and to ensure that this broad range of information is available to the public as accessible and reusable data to facilitate transparency, economic activity and the diffusion of knowledge.

The Publications Office publishes in all the official languages of the European Union and continuously adapts its services to a rapidly evolving technological environment (e.g. data services, cloud computing, machine learning and artificial intelligence).

Directorate A 'Data, Information and Knowledge Management Services and Artificial Intelligence Exploitation' provides data, information and knowledge management services to internal and external stakeholders, supporting production, dissemination and reuse. The directorate is also responsible for ensuring long-term preservation services, for the EC Library and for the EU legal deposit scheme. Moreover, its mission includes managing IT projects – in collaboration with the Publication Office's business units, IT governance and DG for Digital Services – and for coordinating the maintenance of IT applications. In all its activities, the directorate aims to make optimal use of technological advancements, and in particular artificial intelligence, to provide new services and continuously improve the efficiency of business processes. Through its services to ensure duly curated high-quality data, information and knowledge, the directorate plays a crucial role in providing the foundation for potential AI-based solutions.

Unit A.3 'Digital Solutions and Process Efficiency' provides technical expertise and manages the operation, development and evolution of our information systems. The unit consists of highly



qualified digital transformation experts who apply service management methodologies to assist the operational units, helping them to define their IT needs and carry out a constantly evolving work programme while reporting to the management on the state of the projects. The unit is also in charge of the Publications Office's security competence centre.

## **WE PROPOSE**

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The Unit OP.A.3 is seeking an experienced and motivated Information Systems Security Officer (SSO) and team leader to lead the Security Competence Centre (SCC). The SCC plays a pivotal role in enhancing the cybersecurity posture of the Publications Office, ensuring compliance with European Commission policies, and safeguarding the Publications Office's systems, its data and infrastructure from evolving cyber threats.

This challenging role of an SCC team leader will focus on providing expertise and leadership in Information and Information Systems Security, both of which are strategic priorities for the Publications Office. It combines key responsibilities from the Cyber Legal, Policy & Compliance Officer, Cybersecurity Implementer, and Cybersecurity Risk Manager profiles under the European Cybersecurity Skills Framework. The successful candidate will be responsible for ensuring that the Publications Office's cybersecurity measures align with legal, policy, and regulatory requirements, implementing robust security practices, and managing cybersecurity risks across all IT systems all the while supporting the creation of a multidisciplinary Security Operations Centre (SOC).

### **Position Benefits:**

- Opportunity to shape the cybersecurity posture of the Publications Office.
- Leading a team of cybersecurity experts, report to all levels of management in the Publications Office.
- Work in a dynamic, collaborative environment with diverse technical experts.
- Contribute to the strategic direction of IT security across the Publications Office.
- Exposure to, and defense against, the threats directed at wide-audience, high-activity outlets.

## **WE LOOK FOR**

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- A strongly self-motivated colleague, proactive, attentive to detail, with a mature sense of accountability and the ability to follow up on multiple, diverse, and unrelated tasks simultaneously while ensuring consistent follow-through and high-quality results.
- The ability to communicate clearly and to engage with diverse audiences (project managers, engineers, service providers, system users, system owners, management).
- Strong strategic thinking skills and awareness of the political, regulatory, and organizational factors influencing cybersecurity decisions.
- Proven experience in cybersecurity roles, including legal, policy, compliance, risk management, and implementation.
- Strong experience in risk assessment, vulnerability management, and the implementation of cybersecurity solutions or IT audit experience, either on complex, large-scale systems and/or project experience with secure software development principles.



- The ability to work autonomously, be a good team player, and skilled at cooperating with diverse stakeholders.
- Strong communication and negotiation skills, and the ability to communicate complex concepts and to arrive at actionable conclusions and formulate clear recommendations. Strong drafting and presentation skills are required. Oral and written command of English is essential; the knowledge of French brings added value. It is not a prerequisite, beyond willingness to learn it.
- Strong organisational skills, and the readiness to adapt quickly to changes in the working environment.
- A sound understanding of the security risks and opportunities associated with Artificial Intelligence, as well as experience managing cybersecurity for services hosted on-premise, in the cloud and in hybrid environments.
- Experience with Commission's IT governance processes and the DIGIT services, knowledge of PM2 project management methodology, enterprise architecture and IT architecture are beneficial.
- Holding recognized vendor-neutral certifications (e.g., CISSP, CISM, CISA, ISO 27001 Lead Implementer, or equivalent) in the field of security is a plus.

### **Key Responsibilities:**

#### **Leadership & Management:**

- Lead and mentor a team of cybersecurity professionals.
- Optimize the allocation of human and financial resources within the Security Competence Centre.
- Contribute to drafting, monitoring and reporting the unit's annual work plan.

#### **Implementation of legal, policy and regulatory obligations in cybersecurity:**

- Lead the implementation of robust security measures, practices and controls to safeguard Publications Office's IT systems and data from cyber threats and vulnerabilities.
- Collaborate with technical teams to apply security solutions across various systems, ensuring a secure and resilient IT environment.
- Ensure that all IT systems are protected in accordance with established Commission policies, strategies, baselines and best practices, including secure system configuration, patch management, and incident response plans.
- Conduct assessments to verify the Publications Office's compliance with cybersecurity policies and regulations and assist in the implementation of audit recommendations.
- Provide expert advice and leadership on Information Security and overall IT architecture within the Publications Office.
- Contribute to the review, update, enforcement and implementation of the Publications Office's Information Systems security policy, strategy, baselines and IT architecture, with a focus on practical and effective execution.

#### **Collaboration with Stakeholders:**

- Work closely with System Owners, other security professionals, IT teams, System Managers, and Project Managers to ensure seamless integration of security measures and risk management practices across the Publications Office's IT systems.
- Cooperate with internal stakeholders across all directorates of the Office and external service providers, to make technical decisions on new developments and changes.



- Provide training and awareness to staff on cybersecurity best practices, legal and policy requirements, and emerging cyber threats.
- Ensure clear communication of risk-related information and provide guidance to stakeholders on how to address and manage cybersecurity risks.

**Risk Management:**

- Identify, assess, and mitigate cybersecurity risks, conduct regular risk assessments, and contribute to the development and updates of IT security plans.
- Perform vulnerability scans, code reviews, and verification activities to identify potential security threats and weaknesses and to maintain robust security practices for Information Systems.
- Develop and implement risk mitigation strategies and action plans to address identified vulnerabilities, ensuring minimal impact on operations.

**HOW TO EXPRESS YOUR INTEREST?**

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You should send your documents in a single pdf in the following order:

1. your CV
2. completed application form.

Please send these documents by the publication deadline to [OP-DIR-A-SECRETARIAT@publications.europa.eu](mailto:OP-DIR-A-SECRETARIAT@publications.europa.eu) indicating the selection reference OP/COM/2026/250 in the subject.

**No applications will be accepted after the publication deadline.**



## ANNEX

### 1. Selection

#### ➤ Am I eligible to apply?

#### **You must meet the following eligibility criteria when you validate your application:**

Our rules provide that you can only be recruited as a temporary agent at the European Commission if you:

##### General criteria:

- Are a citizen of a Member State of the EU and enjoy full rights as a citizen
- Have fulfilled any obligations imposed by applicable laws concerning military service
- Are physically fit to perform the duties linked to the post
- Produce the appropriate character references as to suitability for the performance of the duties.

##### Qualifications:

In order to be recruited for this position, you must have at least a level of education which corresponds to completed university studies of at least 3 years attested by a diploma.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

##### Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU<sup>2</sup>
- AND a satisfactory knowledge (minimum level B2) of a second official language of the EU, to the extent necessary for the performance of the duties.

#### ➤ What about the selection steps?

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority<sup>3</sup>. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

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<sup>2</sup> The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croatian), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish).

<sup>3</sup> Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



A selection panel will choose a limited number of candidates for interview, based on the CV and application form that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase will be notified.**

For operational reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates and of the institution, the selection procedure will be carried out in English and possibly in another language.

## **2. Recruitment**

The candidate selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up, carried out by the Commission.

### ➤ **Type of contract and working conditions**

The place of employment will be **Luxembourg**.

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b) of the [Conditions of Employment of Other Servants](#), in function groups AD.**

### ➤ **Grade**

The recruitment grade, as well as the step in that grade, will be determined in accordance with [Commission Decision C\(2025\)4716](#) on policies for the engagement and use of temporary agents and with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The recruitment grade will be calculated based on the qualifications and the number of years of professional experience, according to Art. 13 of the Commission Decision C(2025)4716. Higher grades may be granted exceptionally.

The duration of the **1<sup>st</sup> contract will be of 1 to 4 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service, in accordance with [Commission Decision C\(2025\)4716](#) on policies for the engagement and use of temporary agents.

All new staff have to successfully complete a 9-month probationary period.



The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants. As a member of staff of the European institutions, your pay is subject to a tax raised by those institutions.

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

Should you need further information on working conditions, please refer to [Working conditions and benefits of EU Careers](#).

For information related to Data Protection, please see the [Specific Privacy Statement](#) under “7. Information to data subjects on their rights”, to find your rights and how to exercise them in addition to the privacy statement, which summarises the processing of your data.